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ABSTRACT

This report presents analyses of data on salaries of full-time postsecondary instructional faculty on 9-month and 10-month contracts. Data are based on a survey of 3,381 postsecondary institutions for the academic years 1989-90 to 1993-94, as a part of the integrated Postsecondary Education Data System (IPEDS). Tables include: average salaries by academic year and by academic rank for each state, 1989-90 through 1993-94; average salaries in in constant 1993-94 dollars by academic rank and sex for each state, 1989-90 through 1993-94; average salaries by academic rank and state, for public, private, four-year, and two-year higher education institutions; average salaries for male and female instructional faculty by academic rank and state; and number of full-time instructional faculty by academic rank and state. Appendixes provide a salary survey description, an outline of the salary survey methodology, and a copy of the survey form. The study found that the total number of full-time instructional faculty on 9-month or 10-month contracts was 381,672 in the fall of the 1993-94 school year, representing 86.1 percent of the total full-time instructional faculty in higher education institutions. (JDD)

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Salaries, Tenure, and Fringe Benefits 1993–94

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Salaries, Tenure, and Fringe Benefits 1993–94

Patricia Q. Brown
Postsecondary Education Statistics Division

U.S. Department of Education
Office of Educational Research and Improvement NCES 94-395

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October 1994

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Highlights

The U.S. Department of Education has collected data on full-time instructional faculty since 1968. From 1968 to 1985 these data were collected as part of the Higher Education General Information Surveys (HEGIS); from 1986 to the present they have been collected through the Integrated Postsecondary Education Data System (IPEDS). Although IPEDS encompasses the entire spectrum of postsecondary education institutions, data on the number, salaries, tenure, and fringe benefits of full-time instructional salary are collected only from those institutions that are accredited at the college level by an agency recognized by the Secretary of Education, that is, those institutions that originally comprised the HEGIS universe. This report presents the results of analyses of data on salaries of full-time instructional faculty on 9- and 10-month contracts although data were also collected on the number and salaries of full-time instructional faculty on 11- and 12-month contracts and other contract schedules as well. The data were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1989-90, 1990-91, 1991-92, 1992-93 and 1993-94.

In the fall of the 1993-94 school year, the total number of full-time instructional faculty on 9- or 10-month contracts was 381,672 (table 11), representing 86.1 percent of the total full-time instructional faculty in higher education institutions. Of these, 31 percent held the rank of full professor, about 24 percent were associate professors, another 24 percent were assistant professors, and the remaining (22 percent) were split among instructors (6 percent), lecturers (2 percent), or were employed in schools with no academic rank (14 percent).

The average salary for all ranks of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education was $46,400 (table 3) in 1993-94. This varied by rank, however, from a high of $60,600 for full professors to a low of $28,800 for instructors.

Table 1 compares the average salaries of full-time instructional faculty among faculty of different ranks and across the years 1989-90 through 1993-94. It shows whether salaries kept pace with inflation over this 5-year time period. Between 1989-90 and 1990-91 salary increases generally did not keep pace with inflation, but between 1992-93 and 1993-94 salaries for all ranks but instructors outpaced inflation. In constant 1993-94 dollars, full professors were making slightly less in 1993-94, on the average, than they were in 1989-90, as were associate and assistant professors. Instructors, lecturers and instructional faculty in schools with no academic rank were making slightly more in 1993-94 than in 1989-90.

In 1993-94, full-time instructional faculty who were men earned, on average, about 24 percent more than full-time instructional faculty who were women (tables 2 and 3). This situation has not changed much since 1989-90. In that year, men earned about 25 percent more than women. When rank is considered men and women's average salaries are somewhat more comparable. For example, among full professors men earned about 13 percent more than women in 1993-94; among associate and assistant professors, and instructors men earned about 6 to 7 percent more than women.

In addition to variations in average salary due to rank and gender, average salaries also varied by institutional control and level and by state. The average salary for all ranks combined in 1993-94 at private institutions was 3 percent higher than those at public institutions. However, in comparisons among ranks, only the average salaries for full professors and lecturers were higher in private institutions than in public institutions (7 percent higher and 11 percent higher, respectively, tables 5 and 6).

Average salaries for all ranks combined in 4-year institutions were 18 percent higher than salaries in 2-year institutions (tables 7 and 8). The higher average salaries in 4-year institutions were for those faculty with any professorial rank: full, assistant or associate. Full-time instructional faculty designated as instructors or lecturers, or faculty in schools with no academic rank had higher average salaries in 2-year than in 4-year institutions. In fact, the average salary of full-time instructional faculty in schools with no academic rank was 20 percent higher

in 2-year than in 4-year institutions (tables 7 and 8). It is, perhaps, worth noting in table 8 that in several states, (e.g. Alabama, Arizona, Delaware) there are no 2-year higher education institutions that have ranked full-time instructional faculty.

Average salaries for all ranks combined vary considerably by state ranging from a high of $55,629 in New Jersey to a low of $34,379 in North Dakota (table 4). Connecticut ($55, 482), California ($54,294), Massachusetts ($54,233) were among the states with the highest average salaries. South Dakota ($34,877), Mississippi ($35,214), West Virginia ($36,486), and Montana ($36,549) were among the states with the lowest average salaries.

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Table 1.--Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year and by academic rank: 50 states and the District of Columbia, 1989-90 through 1993-94

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1993-94 dollars							
1989-90	60,812	1/	45,362	1/	37,643	1/	28,823	1/	33,384	1/	39,796	1/
1990-91	60,641	-0.3	45,217	-0.3	37,597	-0.1	28,750	-0.3	32,862	-1.6	39,694	-0.3
1991-92	60,761	0.2	45,417	0.4	37,817	0.6	32,707	13.8	32,220	-2.0	39,973	0.7
1992-93	60,312	-0.7	45,083	-0.7	37,573	-0.6	29,239	-10.6	31,319	-2.8	38,749	-3.1
1993-94	60,649	0.6	45,278	0.4	37,630	0.2	28,828	-1.4	32,729	4.5	40,584	4.7
					Current dollars							
1989-90	52,810	1/	39,932	1/	32,689	1/	25,030	1/	28,990	1/	34,559	1/
1990-91	55,540	5.2	41,414	3.7	34,434	5.3	26,332	5.2	30,097	3.8	36,395	5.3
1991-92	57,433	3.4	42,929	3.7	35,745	3.8	30,916	17.4	30,456	1.2	37,783	3.8
1992-93 2/	58,789	2.4	43,945	2.4	36,625	2.5	28,501	-7.8	30,529	0.2	37,771	-0.0
1993-94	60,649	3.2	45,278	3.0	37,630	2.7	28,828	1.1	32,729	7.2	40,584	7.4

1/Not computed.

2/Data for No Academic rank showed a decline of less than 0.5 percent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1989-90, 1990-91, 1991-92, 1992-93 and 1993-94 surveys.

Table 2.--Average salaries in constant 1993-94 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1989-90 through 1993-94

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1989-90							
Total	46,215	60,812	45,362	37,643	28,823	33,383	39,795
Men	49,244	61,780	46,212	38,900	29,862	35,884	41,432
Women	39,363	54,885	43,147	35,801	28,005	31,086	37,458
1990-91							
Total	46,038	60,641	45,218	37,597	28,751	32,861	39,738
Men	49,204	61,743	46,119	38,909	29,904	35,553	36,278
Women	39,159	54,295	42,941	35,730	27,879	30,693	37,318
1991-92							
Total	46,392	60,761	45,417	37,816	32,708	32,221	39,972
Men	49,563	61,884	46,353	39,111	35,292	34,746	41,706
Women	39,709	54,612	43,128	36,037	30,546	30,204	37,686
1992-93							
Total	45,872	60,312	45,083	37,574	29,238	31,334	38,749
Men	49,105	61,525	46,017	38,822	30,349	33,354	40,385
Women	39,379	54,122	42,945	35,940	28,418	29,672	36,719
1993-94							
Total	46,364	60,649	45,278	37,630	28,828	32,729	40,584
Men	49,579	61,857	46,229	38,794	29,815	34,796	42,251
Women	40,058	54,746	43,178	36,169	28,136	31,048	38,474

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1989-90, 1990-91, 1991-92, and 1993-94 surveys.

Table 3 --Average salaries in current 1993-94 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1989-90 through 1993-94

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1989-90							
Total	40,133	52,810	39,392	32,689	25,030	28,990	34,559
Men	42,763	53,650	40,131	33,781	25,933	31,162	35,980
Women	34,183	47,663	37,469	31,090	24,320	26,995	32,528
1990-91							
Total	42,165	55,540	41,414	34,434	26,332	30,097	36,395
Men	45,065	56,549	42,239	35,636	27,388	32,562	33,226
Women	35,865	49,728	39,329	32,724	25,534	28,111	34,179
1991-92							
Total	43,851	57,433	42,929	35,745	30,916	30,456	37,783
Men	46,848	58,494	43,814	36,969	33,359	32,843	39,422
Women	37,534	51,621	40,766	34,063	28,873	28,550	35,622
1992-93							
Total	44,714	58,788	43,945	36,625	28,499	30,543	37,771
Men	47,866	59,972	44,855	37,842	29,583	32,512	39,365
Women	38,385	52,755	41,861	35,032	27,700	28,922	35,792
1993-94							
Total	46,364	60,649	45,278	37,630	28,828	32,729	40,584
Men	49,579	61,857	46,229	38,794	29,815	34,796	42,251
Women	40,058	54,746	43,178	36,169	28,136	31,048	38,474

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1989-90, 1990-91, 1991-92, 1992-93, 1993-94 surveys.

Table 4.--Average salaries of full-time instructional faculty , on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$46,364	$60,649	$45,278	$37,630	$28,828	$32,729	$40,584
Alabama	38,418	52,520	40,732	34,490	26,349	27,757	33,912
Alaska	47,917	60,898	51,454	41,098	36,777	---	38,354
Arizona	46,825	60,925	45,022	39,174	25,017	32,359	42,761
Arkansas	37,222	48,701	39,697	34,119	26,504	19,077	29,340
California	54,294	66,151	49,682	41,381	39,117	41,398	50,111
Colorado	44,008	56,404	44,441	37,859	27,787	30,502	31,391
Connecticut	55,483	70,579	51,019	41,587	33,943	40,349	16,113
Delaware	49,780	68,754	52,098	40,584	29,289	31,002	38,623
District of Columbia	52,586	69,034	49,693	40,411	31,909	32,420	26,671
Florida	41,543	53,556	41,072	36,122	29,062	27,168	34,765
Georgia	40,707	54,685	41,995	34,669	26,474	33,093	29,219
Hawaii	49,958	63,752	49,738	43,284	36,315	30,250	---
Idaho	36,813	46,326	38,595	34,794	27,890	---	36,946
Illinois	47,435	62,441	45,538	38,505	27,510	26,009	44,802
Indiana	44,921	58,879	43,722	36,779	25,223	29,843	25,597
Iowa	43,491	58,420	44,204	36,687	28,371	35,567	34,291
Kansas	38,481	50,982	38,914	33,410	25,249	24,971	33,019
Kentucky	39,393	50,969	39,109	33,324	26,362	24,732	28,791
Louisiana	39,304	53,158	40,879	34,221	25,459	24,035	26,948
Maine	41,232	55,229	42,242	34,363	28,168	34,435	32,288
Maryland	46,572	59,783	44,965	37,726	30,106	30,023	37,985
Massachusetts	54,233	67,203	49,388	41,289	31,881	44,733	31,901
Michigan	49,152	60,872	47,454	39,964	29,392	30,103	48,040
Minnesota	44,617	56,739	42,697	35,970	28,601	28,701	41,536
Mississippi	35,214	48,361	39,408	34,385	25,426	23,996	30,636
Missouri	41,786	54,573	42,584	36,164	28,073	24,226	31,295
Montana	36,549	44,866	36,700	31,718	25,404	22,717	27,419
Nebraska	41,663	56,155	43,215	36,332	27,713	25,250	30,928
Nevada	45,505	56,036	47,909	39,211	34,877	30,341	41,999
New Hampshire	45,173	55,927	42,632	35,474	29,617	27,906	23,471
New Jersey	55,629	72,922	53,984	42,609	31,708	35,161	40,506
New Mexico	40,008	52,077	41,289	34,643	27,551	29,791	33,355
New York	52,503	66,989	50,184	40,570	31,189	38,068	31,289
North Carolina	42,202	57,909	42,992	36,196	28,023	29,378	29,331
North Dakota	34,379	45,211	37,562	33,038	28,252	25,145	26,785
Ohio	45,830	59,450	44,914	36,938	29,181	25,581	35,676
Oklahoma	39,255	49,716	41,511	35,543	28,847	25,029	31,129
Oregon	42,161	54,317	41,931	36,297	27,687	44,353	38,445
Pennsylvania	50,390	65,587	49,249	40,330	31,205	31,031	29,739
Rhode Island	49,560	61,827	46,236	38,977	27,872	38,123	46,390
South Carolina	37,101	51,500	39,750	33,133	25,601	31,012	27,642
South Dakota	34,877	44,357	35,679	31,912	24,991	19,438	26,474
Tennessee	41,382	54,482	40,325	34,145	25,928	27,530	25,538
Texas	43,158	58,510	43,347	37,034	28,740	28,456	37,932
Utah	42,111	54,876	41,132	35,622	28,337	26,536	31,177
Vermont	40,842	54,110	40,697	34,126	30,106	31,100	28,620
Virginia	44,226	57,507	43,374	35,929	27,835	31,655	22,147
Washington	43,782	58,166	43,972	37,701	27,545	35,009	37,796
West Virginia	36,486	45,979	36,980	31,228	24,583	24,520	28,992
Wisconsin	45,306	56,524	43,335	37,057	30,069	30,879	44,173
Wyoming	37,422	52,102	39,596	35,445	23,004	26,280	31,048

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1993-94" survey.

Table 5.--Average salaries of full-time instructional faculty , on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$45,920	$59,354	$45,375	$37,913	$29,003	$31,887	$41,229
Alabama	39,268	54,661	42,085	35,682	27,451	27,796	34,037
Alaska	48,585	61,589	52,106	41,820	36,995	---	38,331
Arizona	47,076	61,420	44,925	39,578	26,157	32,359	42,939
Arkansas	37,720	51,544	40,687	34,865	26,654	17,903	29,787
California	54,044	64,847	49,421	41,445	42,119	40,569	50,404
Colorado	43,590	55,962	44,163	37,781	27,881	22,920	31,370
Connecticut	55,243	67,416	53,338	42,136	34,450	43,543	---
Delaware	49,728	69,905	51,914	40,618	28,701	31,002	38,623
District of Columbia	49,114	55,909	47,596	39,006	34,303	---	---
Florida	41,129	52,028	40,562	36,485	29,497	32,741	35,199
Georgia	40,525	54,120	42,241	34,971	26,677	47,191	30,917
Hawaii	50,531	64,570	50,467	43,651	36,318	---	---
Idaho	39,015	46,434	38,617	34,794	27,890	---	33,758
Illinois	45,766	57,851	44,099	37,802	24,055	25,482	45,574
Indiana	45,024	59,914	44,353	37,310	23,970	29,853	25,640
Iowa	46,686	65,625	48,516	40,235	29,262	---	34,453
Kansas	40,160	53,679	40,880	35,211	26,108	24,867	33,647
Kentucky	40,934	53,037	40,376	34,251	27,365	24,732	36,050
Louisiana	37,787	51,016	39,448	33,780	25,417	18,032	26,948
Maine	40,509	53,109	41,801	34,222	27,329	36,377	32,514
Maryland	46,133	57,916	45,203	37,781	29,546	30,282	20,664
Massachusetts	49,015	55,168	47,117	39,237	31,035	38,399	31,358
Michigan	51,188	63,445	49,522	41,790	32,280	29,944	48,869
Minnesota	46,077	58,162	44,210	37,397	28,024	---	41,696
Mississippi	35,575	50,253	40,969	35,632	26,120	23,996	30,636
Missouri	41,874	53,610	43,161	36,941	28,536	22,205	32,584
Montana	37,365	45,555	37,772	32,373	25,795	22,717	27,701
Nebraska	43,172	58,539	45,023	38,872	27,726	25,250	30,967
Nevada	45,620	56,003	47,969	39,286	34,877	30,305	42,454
New Hampshire	43,148	49,065	42,449	35,350	30,252	27,906	29,500
New Jersey	55,678	72,221	55,702	43,651	31,789	35,116	50,777
New Mexico	40,089	52,358	41,507	34,877	27,551	29,765	30,614
New York	52,648	65,446	50,724	40,834	31,382	40,379	27,649
North Carolina	42,818	59,286	44,607	38,237	33,140	29,195	29,513
North Dakota	35,205	45,715	38,262	33,489	28,761	25,145	28,473
Ohio	47,276	61,667	46,295	38,042	29,405	26,370	36,949
Oklahoma	38,859	48,734	41,108	36,381	29,095	24,335	31,544
Oregon	41,800	54,037	42,712	36,972	28,117	23,850	38,679
Pennsylvania	51,461	66,027	51,333	41,686	31,687	30,408	37,851
Rhode Island	48,469	56,071	44,824	37,951	29,561	---	---
South Carolina	37,697	53,245	41,025	34,696	26,054	31,423	27,608
South Dakota	35,818	44,967	36,506	32,572	25,317	19,487	24,780
Tennessee	41,716	53,757	41,146	34,956	26,287	34,950	27,012
Texas	42,461	57,913	43,045	37,015	29,427	28,011	38,092
Utah	40,120	52,824	39,285	34,813	27,941	27,241	30,885
Vermont	42,792	55,758	41,900	33,988	26,602	29,724	32,724
Virginia	45,154	58,910	44,169	36,772	28,300	33,732	22,717
Washington	44,231	60,124	45,108	39,048	26,195	36,229	37,858
West Virginia	37,247	46,778	37,419	31,637	24,192	24,568	---
Wisconsin	46,306	57,808	43,632	38,671	32,298	30,959	44,272
Wyoming	37,422	52,102	39,596	35,445	23,004	26,280	31,048

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits 1993-94" survey.

Table 6.--Average salaries of full-time instructional faculty , on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$47,465	$63,503	$45,080	$37,100	$28,356	$35,472	$31,854
Alabama	33,942	44,521	34,605	30,165	22,298	26,600	28,181
Alaska	37,705	45,495	40,620	33,878	34,071	---	40,000
Arizona	39,994	49,241	46,583	31,267	21,903	---	24,121
Arkansas	34,794	40,839	35,320	30,543	25,188	24,943	13,109
California	55,418	71,064	50,223	41,265	32,785	47,435	36,753
Colorado	47,060	59,606	46,020	38,288	27,061	36,128	36,141
Connecticut	55,757	74,264	48,273	41,003	32,544	38,262	16,113
Delaware	50,219	59,579	53,164	40,318	34,526	---	---
District of Columbia	53,046	71,310	49,963	40,587	31,814	32,420	26,671
Florida	43,131	59,331	42,626	35,221	26,972	23,893	23,792
Georgia	41,229	56,035	41,299	33,619	25,727	31,213	28,392
Hawaii	43,631	53,081	43,069	40,098	36,224	30,250	---
Idaho	38,066	36,615	30,598	---	---	---	38,106
Illinois	50,458	68,186	47,277	39,236	30,975	30,397	35,624
Indiana	44,710	56,940	42,609	35,716	28,837	29,631	24,150
Iowa	38,124	47,723	37,982	32,881	27,187	35,567	31,348
Kansas	28,236	33,801	30,157	25,542	22,895	28,711	21,531
Kentucky	33,591	42,363	34,252	29,447	24,086	---	27,606
Louisiana	46,497	61,285	45,753	36,565	26,074	30,039	---
Maine	43,257	60,495	43,785	34,564	30,265	25,700	29,831
Maryland	48,177	67,115	43,759	37,530	33,475	28,680	38,860
Massachusetts	57,133	76,299	50,545	41,990	32,606	46,276	32,124
Michigan	38,783	47,831	38,509	33,788	25,916	37,724	32,666
Minnesota	40,980	52,928	40,546	34,299	29,116	28,701	28,683
Mississippi	32,569	40,482	33,940	28,920	22,194	---	---
Missouri	41,608	56,460	41,332	34,860	26,770	27,629	27,364
Montana	30,054	36,640	30,681	27,199	22,927	---	23,373
Nebraska	37,079	48,123	38,821	31,295	27,689	---	25,796
Nevada	33,359	62,191	30,484	28,306	---	31,283	21,233
New Hampshire	47,730	66,038	42,917	35,577	29,215	---	22,717
New Jersey	55,507	74,301	48,872	39,758	31,385	35,215	31,604
New Mexico	38,308	39,039	33,610	28,387	---	31,688	44,165
New York	52,348	68,809	49,614	40,325	30,893	32,433	31,371
North Carolina	40,817	55,271	39,726	32,937	26,117	31,106	25,895
North Dakota	28,559	39,091	33,087	29,707	25,266	---	19,718
Ohio	42,449	54,455	41,339	34,750	28,641	21,927	18,122
Oklahoma	41,001	53,347	42,613	31,603	26,422	33,000	27,179
Oregon	43,796	55,096	39,644	34,825	25,260	98,173	25,690
Pennsylvania	49,116	65,062	46,834	38,835	30,296	32,481	24,607
Rhode Island	50,429	69,010	47,366	39,712	27,745	38,123	46,390
South Carolina	34,530	45,176	35,070	29,315	23,881	25,013	29,004
South Dakota	31,222	40,775	32,683	29,185	22,954	19,040	26,868
Tennessee	40,622	56,146	38,256	32,544	24,646	24,911	25,511
Texas	46,120	60,182	44,303	37,096	25,538	30,437	23,854
Utah	46,533	58,687	44,562	37,375	30,560	22,226	32,404
Vermont	39,036	52,382	39,116	34,254	30,558	36,787	28,135
Virginia	41,028	52,832	40,394	33,398	25,315	27,430	21,939
Washington	41,930	51,723	41,889	35,502	28,895	25,856	22,925
West Virginia	32,173	39,428	34,017	29,212	26,195	22,660	28,992
Wisconsin	40,524	50,173	42,534	33,531	27,375	*	34,010
Wyoming	---	---	---	---	---	---	---

---Data not applicable.
*The number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education National Center for Education Statistics , IPEDS "Salaries, Tenure, and Fringe Benefits 1993-94" survey.

Table 7.--Average salaries of full-time instructional faculty , on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$47,969	$61,824	$45,656	$37,901	$28,226	$32,620	$34,099
Alabama	39,809	52,520	40,732	34,490	26,349	27,757	---
Alaska	47,884	60,927	51,435	41,008	36,777	---	38,354
Arizona	48,851	60,925	45,022	39,174	25,017	32,359	24,548
Arkansas	38,662	48,720	39,816	34,422	26,600	19,077	28,346
California	56,801	66,760	49,703	41,246	33,043	40,736	38,916
Colorado	46,761	56,999	44,846	38,081	28,245	30,502	31,415
Connecticut	57,242	72,852	51,461	41,914	33,218	40,748	7,800
Delaware	51,232	68,754	52,098	40,584	29,289	31,002	18,314
District of Columbia	52,586	69,034	49,693	40,411	31,909	32,420	26,671
Florida	44,992	57,822	41,690	36,984	27,761	27,396	23,907
Georgia	42,193	55,590	42,700	35,323	26,238	33,093	31,750
Hawaii	53,687	67,796	50,640	44,504	34,633	30,250	---
Idaho	39,363	46,521	38,743	35,176	27,976	---	32,948
Illinois	48,262	62,650	45,619	38,604	27,407	26,024	36,603
Indiana	45,546	59,672	43,986	36,998	24,877	29,843	---
Iowa	45,694	59,354	44,664	36,884	28,034	35,567	29,892
Kansas	40,425	51,276	38,999	33,475	25,407	24,971	20,194
Kentucky	41,171	52,100	40,722	34,883	26,067	24,732	28,791
Louisiana	40,140	53,544	41,330	34,485	25,365	24,035	23,904
Maine	42,868	55,229	42,242	34,363	28,168	34,435	33,687
Maryland	48,049	64,119	46,208	38,886	30,527	30,194	37,985
Massachusetts	56,250	71,516	50,450	41,976	32,591	44,733	33,184
Michigan	49,410	61,419	47,646	39,911	29,380	30,103	33,021
Minnesota	45,913	57,847	42,708	36,045	28,617	28,701	26,671
Mississippi	38,366	48,588	39,666	34,494	25,686	23,996	---
Missouri	42,856	55,340	42,696	36,288	27,765	24,547	27,615
Montana	37,436	44,866	36,700	31,718	25,404	22,717	---
Nebraska	43,388	56,155	43,215	36,363	27,872	25,250	23,892
Nevada	47,147	62,309	47,909	39,211	33,146	30,341	---
New Hampshire	46,842	60,934	43,650	36,060	29,760	27,906	29,500
New Jersey	57,816	74,968	54,243	42,792	31,259	36,946	48,891
New Mexico	43,010	54,587	41,951	35,385	26,210	30,242	43,277
New York	53,802	68,855	50,736	40,910	31,728	37,680	35,179
North Carolina	43,955	58,227	43,193	36,327	28,550	29,382	32,669
North Dakota	35,795	45,211	37,754	33,184	28,025	25,145	19,590
Ohio	47,253	60,629	45,169	37,276	28,933	27,398	14,987
Oklahoma	40,991	51,876	41,735	35,345	28,654	25,029	27,586
Oregon	44,568	54,759	42,378	36,539	27,417	54,686	25,546
Pennsylvania	51,155	67,307	49,728	40,480	31,598	31,080	35,394
Rhode Island	50,658	64,662	46,977	39,952	28,064	38,123	46,390
South Carolina	40,230	51,784	39,935	33,191	24,784	31,012	27,122
South Dakota	34,968	44,357	35,679	31,916	24,991	19,438	26,863
Tennessee	43,238	55,169	41,514	34,864	25,588	27,530	26,059
Texas	45,427	59,817	43,661	37,261	27,689	28,472	29,963
Utah	43,880	55,686	41,716	36,161	28,840	26,651	31,394
Vermont	41,676	54,521	41,091	34,482	30,277	31,100	31,097
Virginia	46,373	59,606	44,846	36,828	27,676	31,655	32,800
Washington	47,028	58,166	43,972	37,701	27,545	35,009	40,360
West Virginia	36,911	46,370	37,331	31,489	25,112	24,799	28,992
Wisconsin	46,130	56,763	43,694	37,342	30,272	30,937	34,010
Wyoming	44,923	54,441	41,744	37,655	32,976	28,391	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1993-94" Survey.

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Table 8.--Average salaries of full-time instructional faculty , on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$40,689	$49,173	$41,534	$35,117	$30,279	$34,542	$41,040
Alabama	33,912	---	---	---	---	---	33,912
Alaska	51,052	58,614	53,603	45,995	---	---	---
Arizona	43,208	---	---	---	---	---	43,208
Arkansas	29,133	33,871	31,260	28,821	25,173	---	29,373
California	50,116	53,217	49,373	43,530	43,729	48,504	50,356
Colorado	31,598	38,662	33,032	29,214	24,978	---	31,390
Connecticut	45,041	55,507	46,781	39,730	34,513	28,354	16,357
Delaware	40,011	---	---	---	---	---	40,011
District of Columbia	---	---	---	---	---	---	---
Florida	35,777	41,518	37,785	32,562	29,823	20,505	35,189
Georgia	31,832	40,045	36,126	30,991	26,970	---	28,831
Hawaii	42,967	52,368	46,840	40,332	37,004	---	---
Idaho	37,262	40,198	34,885	29,584	27,376	---	38,008
Illinois	45,034	46,765	41,167	34,014	29,861	24,997	45,391
Indiana	33,896	42,825	35,623	31,852	28,344	---	25,597
Iowa	34,128	37,768	32,567	29,692	30,387	---	34,395
Kansas	33,064	35,123	30,128	25,814	22,555	---	33,208
Kentucky	31,205	41,425	32,557	26,829	26,854	---	---
Louisiana	30,464	40,659	34,979	30,640	25,896	---	27,068
Maine	32,214	---	---	---	---	---	32,214
Maryland	42,588	50,478	41,844	34,198	29,139	25,204	---
Massachusetts	38,990	43,674	35,524	32,214	30,247	---	30,409
Michigan	48,168	47,374	40,935	42,482	29,509	---	48,891
Minnesota	41,116	37,061	36,400	33,113	28,057	---	41,602
Mississippi	30,406	22,795	23,540	20,043	20,213	---	30,636
Missouri	36,435	48,518	41,577	34,254	29,341	20,454	31,825
Montana	27,419	---	---	---	---	---	27,419
Nebraska	30,879	---	---	27,216	18,763	---	30,999
Nevada	40,552	41,814	---	---	35,014	---	41,999
New Hampshire	32,710	35,662	30,029	25,723	26,245	---	22,717
New Jersey	47,969	61,731	53,082	41,990	32,014	26,874	19,545
New Mexico	30,270	30,083	34,842	30,455	27,998	26,484	30,597
New York	47,034	59,098	47,211	39,000	30,661	39,958	16,894
North Carolina	27,585	34,328	29,482	26,364	22,962	27,500	27,454
North Dakota	28,883	---	35,416	31,007	28,960	---	27,734
Ohio	38,689	49,096	43,043	35,247	29,604	24,496	36,498
Oklahoma	32,449	33,148	27,943	36,929	29,567	---	31,470
Oregon	38,321	42,490	37,617	32,795	29,689	24,721	38,733
Pennsylvania	43,275	51,821	43,931	38,403	28,494	29,239	28,977
Rhode Island	40,398	46,641	35,423	30,638	23,269	---	---
South Carolina	28,107	41,111	33,642	29,720	27,231	---	27,645
South Dakota	25,400	---	---	29,918	---	---	24,989
Tennessee	32,311	41,245	36,064	30,365	26,428	---	25,226
Texas	37,687	44,475	40,516	35,219	30,200	26,701	37,992
Utah	31,287	38,813	34,155	30,680	27,445	26,083	31,129
Vermont	27,881	40,963	33,708	27,443	24,281	---	19,700
Virginia	35,343	42,278	37,409	32,829	28,115	---	21,386
Washington	37,607	---	---	---	---	---	37,607
West Virginia	29,378	38,825	30,828	24,896	21,130	19,227	---
Wisconsin	43,548	46,524	39,153	32,241	28,124	23,277	44,272
Wyoming	30,162	35,569	33,299	28,988	22,846	*	31,048

---Data not applicable.

*The number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS " Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1993-94" survey

Table 9.--Average salaries for male full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$49,579	$61,857	$46,229	$38,794	$29,815	$34,796	$42,251
Alabama	41,351	53,739	41,919	35,867	26,364	30,515	34,976
Alaska	49,732	61,322	51,976	42,099	37,426	---	40,483
Arizona	49,283	61,462	45,728	40,189	24,853	33,800	43,473
Arkansas	40,147	49,466	40,283	35,030	27,789	15,607	30,143
California	56,994	67,467	50,632	42,375	41,757	43,152	51,180
Colorado	47,033	57,397	44,945	38,836	29,231	30,546	32,565
Connecticut	59,095	72,215	51,963	42,536	34,328	41,910	12,865
Delaware	54,318	70,701	52,730	41,295	30,199	36,500	39,224
District of Columbia	56,003	70,164	50,336	41,324	33,004	33,252	27,434
Florida	44,282	55,782	41,854	37,171	29,611	29,803	35,715
Georgia	43,865	55,941	42,908	35,870	26,107	37,651	31,358
Hawaii	53,442	65,855	50,288	44,124	36,744	30,267	---
Idaho	40,155	46,790	39,162	36,057	28,230	---	37,882
Illinois	50,683	63,784	46,558	39,914	29,510	25,830	46,929
Indiana	48,398	59,888	45,047	38,222	26,604	31,148	26,328
Iowa	46,803	59,434	45,633	37,567	29,438	41,732	35,548
Kansas	40,968	51,635	39,708	34,655	25,882	25,587	34,056
Kentucky	42,178	51,585	40,466	34,156	26,620	24,698	30,511
Louisiana	43,037	54,319	41,682	35,912	25,744	27,525	28,138
Maine	43,829	56,252	43,144	35,139	29,726	40,081	33,101
Maryland	50,004	61,428	46,074	39,389	30,687	30,882	39,594
Massachusetts	58,689	70,322	51,074	43,141	32,886	48,451	33,665
Michigan	52,137	61,893	48,776	41,347	30,282	30,135	49,644
Minnesota	46,993	57,933	43,391	36,656	29,147	28,680	42,211
Mississippi	38,274	49,769	40,661	35,386	25,522	34,487	31,128
Missouri	44,722	55,519	43,309	37,629	28,813	24,454	33,067
Montana	38,395	45,281	37,142	32,400	26,376	22,717	28,649
Nebraska	44,702	57,038	44,055	37,705	26,943	26,285	31,997
Nevada	47,815	57,982	48,593	40,167	35,259	30,655	41,986
New Hampshire	48,776	58,584	44,205	37,070	29,630	29,153	25,847
New Jersey	59,809	74,773	55,404	44,270	32,031	37,278	48,139
New Mexico	42,891	53,676	42,406	35,757	27,876	30,714	35,240
New York	55,794	67,942	51,089	41,878	31,298	39,837	32,788
North Carolina	46,082	59,291	43,950	37,218	28,586	31,204	30,754
North Dakota	36,204	45,633	38,437	34,200	28,968	26,241	27,793
Ohio	49,152	60,694	46,103	37,970	30,196	26,240	37,373
Oklahoma	41,686	51,389	42,298	36,282	30,484	27,666	31,506
Oregon	44,814	54,795	42,765	36,995	28,597	74,206	40,019
Pennsylvania	53,966	67,028	50,464	41,423	32,427	35,489	32,684
Rhode Island	53,083	63,953	48,340	40,483	28,050	35,358	46,946
South Carolina	40,317	52,486	40,656	33,846	26,386	36,502	28,317
South Dakota	37,103	44,681	36,136	32,857	26,323	18,920	25,749
Tennessee	44,861	55,461	41,523	35,434	26,406	30,374	25,316
Texas	46,347	59,961	44,293	37,985	29,257	29,882	39,216
Utah	44,969	55,791	42,157	37,047	29,181	27,001	31,965
Vermont	43,888	55,233	41,576	34,875	31,217	31,819	30,190
Virginia	47,559	59,027	44,384	37,265	28,749	34,593	25,333
Washington	46,344	58,734	44,688	39,000	28,577	36,565	38,621
West Virginia	38,988	46,768	37,737	32,304	25,872	27,767	28,215
Wisconsin	47,512	57,312	43,962	38,253	31,508	32,792	44,816
Wyoming	40,768	53,330	40,287	36,721	23,393	30,101	33,017

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1993-94" survey.

Table 10.--Average salaries for female full-time instructional faculty , on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$40,058	$54,746	$43,178	$36,169	$28,136	$31,048	$38,474
Alabama	33,531	46,254	37,458	32,603	26,341	25,334	32,833
Alaska	44,653	59,228	50,569	39,597	35,873	---	36,038
Arizona	41,929	57,057	43,055	37,791	25,067	30,597	41,932
Arkansas	31,989	43,444	38,071	32,762	25,854	20,811	28,690
California	48,719	60,323	47,885	40,211	35,908	39,914	48,508
Colorado	37,407	49,658	43,270	36,620	26,604	30,465	30,050
Connecticut	47,686	63,564	49,139	40,380	33,652	38,684	17,602
Delaware	42,701	59,978	50,662	39,762	28,723	30,391	38,326
District of Columbia	46,076	64,397	48,504	39,488	31,178	30,998	23,794
Florida	36,315	45,346	39,140	34,631	28,599	24,192	33,648
Georgia	35,371	48,751	40,035	33,298	26,687	27,965	27,329
Hawaii	44,063	55,925	48,587	42,273	36,006	30,240	---
Idaho	35,021	43,606	37,132	32,646	27,592	---	33,803
Illinois	40,717	54,579	42,964	36,454	26,317	26,221	41,980
Indiana	37,084	52,392	40,422	34,721	24,463	29,039	25,040
Iowa	36,951	51,959	40,932	35,550	27,508	26,321	32,878
Kansas	33,371	46,341	36,758	31,723	24,756	24,387	31,723
Kentucky	34,792	48,320	36,694	32,423	26,213	24,751	27,861
Louisiana	33,055	46,989	38,921	32,216	25,316	23,193	26,138
Maine	36,248	49,342	40,391	33,625	27,190	26,281	30,711
Maryland	40,753	54,266	43,030	35,925	29,812	29,409	34,445
Massachusetts	45,368	56,379	46,096	39,152	31,299	40,436	30,665
Michigan	42,634	54,721	44,535	38,068	28,769	30,085	45,510
Minnesota	39,826	50,444	41,527	35,118	28,205	28,775	40,382
Mississippi	31,387	41,198	36,279	32,822	25,360	17,002	30,335
Missouri	35,993	49,581	40,777	34,361	27,551	24,078	28,856
Montana	32,107	41,803	35,470	30,830	24,687	---	25,623
Nebraska	35,195	49,460	40,555	34,727	28,182	24,695	29,087
Nevada	40,400	47,594	45,912	37,659	34,260	30,020	42,015
New Hampshire	38,281	45,866	39,994	33,551	29,609	27,532	21,569
New Jersey	47,788	66,080	51,200	40,662	31,498	32,876	30,329
New Mexico	34,621	44,815	38,254	33,347	27,248	29,176	31,056
New York	45,989	63,083	48,386	39,055	31,105	36,709	29,634
North Carolina	35,358	50,471	40,764	34,852	27,699	28,067	28,341
North Dakota	30,485	41,578	35,166	31,230	27,492	24,048	24,909
Ohio	38,963	52,587	42,185	35,706	28,472	25,324	34,056
Oklahoma	34,569	42,274	39,566	34,463	27,585	22,956	30,597
Oregon	37,389	51,029	40,256	35,370	26,925	24,736	36,624
Pennsylvania	42,966	58,484	46,432	38,992	30,341	28,438	24,959
Rhode Island	42,556	53,706	42,739	37,266	27,647	39,678	44,634
South Carolina	31,628	45,457	37,637	32,168	25,020	27,937	27,065
South Dakota	30,499	42,085	34,163	30,605	24,268	21,250	26,880
Tennessee	34,653	48,147	38,049	32,646	25,630	25,342	25,937
Texas	37,137	50,487	41,014	35,690	28,311	27,202	36,497
Utah	34,513	45,906	38,446	33,295	27,551	25,937	29,626
Vermont	34,853	47,476	38,506	33,209	29,721	30,896	26,417
Virginia	37,597	49,813	41,129	34,404	27,209	28,780	20,554
Washington	38,528	54,196	41,913	36,208	26,873	33,299	36,655
West Virginia	31,923	41,966	35,575	29,913	23,730	22,573	29,872
Wisconsin	40,839	51,302	41,789	35,515	29,088	29,470	43,343
Wyoming	30,919	43,757	37,140	33,176	22,738	24,178	28,735

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1993-94" survey.

Table 11.--Number of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1993-94

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	381,672	117,441	91,773	90,359	21,390	7,968	52,741
Alabama	6,183	1,203	1,338	1,570	552	62	1,458
Alaska	750	163	229	220	67	0	71
Arizona	4,877	1,231	977	699	56	120	1,794
Arkansas	3,196	772	721	869	399	24	411
California	36,785	13,115	5,231	4,678	709	646	12,406
Colorado	5,811	1,940	1,343	1,282	271	54	921
Connecticut	5,388	2,206	1,417	1,422	184	124	35
Delaware	1,244	314	360	289	99	10	172
District of Columbia	3,423	1,245	991	850	210	65	62
Florida	12,618	3,761	2,874	2,593	951	181	2,258
Georgia	8,485	2,095	2,368	2,988	904	17	113
Hawaii	1,782	576	396	465	337	8	0
Idaho	1,786	453	365	381	77	0	510
Illinois	18,272	4,947	3,802	3,730	693	345	4,755
Indiana	8,948	2,892	2,437	2,819	431	265	104
Iowa	5,540	1,548	1,263	1,457	405	5	862
Kansas	4,808	1,209	1,036	1,074	217	37	1,235
Kentucky	5,497	1,595	1,610	1,705	438	92	57
Louisiana	6,322	1,635	1,560	2,068	944	36	79
Maine	1,836	439	571	437	70	22	297
Maryland	6,526	2,212	1,836	1,694	372	204	208
Massachusetts	15,097	6,442	4,089	3,410	472	485	199
Michigan	12,787	4,012	2,914	2,604	357	439	2,461
Minnesota	8,157	2,402	1,724	1,694	297	9	2,031
Mississippi	4,054	682	626	797	379	5	1,565
Missouri	7,397	2,110	1,821	2,152	568	102	644
Montana	1,390	453	344	403	66	*	123
Nebraska	2,915	756	679	865	172	43	400
Nevada	1,281	379	294	291	68	109	140
New Hampshire	1,998	742	656	529	49	13	9
New Jersey	8,423	2,931	2,422	2,357	499	158	56
New Mexico	2,364	615	580	664	168	75	262
New York	32,539	12,124	9,310	7,937	1,479	1,186	503
North Carolina	10,101	2,776	2,521	2,430	361	543	1,470
North Dakota	1,488	250	340	478	103	68	249
Ohio	15,692	4,922	4,840	4,423	1,060	107	340
Oklahoma	4,571	1,231	923	1,351	494	25	547
Oregon	4,502	1,056	927	713	193	58	1,555
Pennsylvania	20,736	6,754	6,001	6,311	1,287	223	160
Rhode Island	2,570	998	655	688	100	25	104
South Carolina	5,675	1,355	1,289	1,205	557	78	1,191
South Dakota	1,270	337	259	467	145	9	53
Tennessee	7,716	2,451	2,195	2,142	826	46	56
Texas	22,731	5,929	4,690	4,982	1,484	1,107	4,539
Utah	3,637	1,166	920	956	344	64	187
Vermont	1,489	428	412	376	35	77	161
Virginia	10,003	3,055	3,260	2,766	816	91	15
Washington	7,117	1,798	1,297	1,077	142	170	2,633
West Virginia	2,694	809	760	782	271	40	32
Wisconsin	10,162	2,693	2,127	2,019	148	264	2,911
Wyoming	1,039	234	173	200	64	31	337

*The number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1993-94" survey.

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Appendix A

Salary Survey Description

Introduction

Salary data were requested from 3,751 in scope postsecondary institutions in 1993. The survey form was the same for all institutions surveyed[1]. It requested total salary outlays (in whole dollars), the total number of full-time instructional faculty that were paid those outlays, and the number of those faculty that have tenure, who are on tenure track, and the number not on tenure track. These data were collected by rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) and by gender (men and women), and by length of contract (9/10 - month and 11/12 - month contracts). In addition, salary outlays, total number and tenure status were collected for full-time faculty on contract schedules other than 9/10 and 11/12 months although these data were not collected by rank or by gender.

Fringe benefits data (Part B of the survey form) were collected for those full-time instructional faculty reported in Part A. Fringe benefits expenditures (in whole dollars) and the number of full-time faculty covered, by length of contract (9/10 and 11/12- month contracts) were collected for the following benefits plans:

1. Retirement plans (other than Social Security)
2. Medical/dental plans
3. Group life insurance
4. Other insurance benefits (Cafeteria Plan, etc.)
5. Guaranteed disability income protection
6. Tuition plans (dependents only) restricted/unrestricted
7. Housing plan -- restricted/unrestricted
8. Social Security taxes
9. Unemployment compensation
10. Worker's compensation
11. Other benefits in kind with cash options

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[1]The previous years data were collected and handled in the same manor. See previous years reports for more detail information (NCES publications 1989-90 through 1992-93).

Appendix B

Salary Survey Methodology

Overview

The Salary survey is an annual survey which was mailed to 3,804 institutions in 1993-94. 2,350 were sent to 4-year institutions. 1,431 were sent to 2-year institutions. 23 were sent to less-than-2-year institutions.

The salary universe was developed by selecting from the 1991-92 institutional characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first-professional degrees. None of the institutions that were sent a salary survey file had responded positively to any of the exclusion questions on the IC form. The exclusions are:

a. All of the instructional faculty are employed on a part-time basis

b. All of the instructional faculty are military personnel

c. All of the instructional faculty contribute their services (e.g., are members of a religious order)

c. All of the instructional faculty teach preclinical or clinical medicine?

Salary Data Base Composition

The forms were mailed in July, 1992. The survey results were collected from November 15, 1992 through April 15, 1993. During this time period institutions were added to the universe and other institutions were deleted from the universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from follow-up telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

The overall response rate was calculated as the ratio of the number of completed questionnaires divided by the number of schools in the final universe. The final universe is derived by subtracting the number of institutions determined to be out-of-scope from the number of surveys mailed and adding in schools new to the universe. A summary of the universe is provided below:

TABLE B-1: SALARIES SURVEY RESPONSE TOTALS

Level	Mailed	Deleted	Final Universe	Responded	Percent Response
Total	3,804	53	3,751	3,381	90.1
4-year	2,350	19	2,331	2,066	88.6
2-year	1,431	29	1,402	1,304	93.0
Less-than-2-year	23	5	18	11	61.1

Data Management

Follow-up for nonresponse was started on January 9, 1994 by telephone and letter. Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If these were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve the discrepancies. Data were also checked for consistency with prior year responses. Data were imputed for total nonresponding institutions.

Imputations

Partially responding Institutions

In 1993-94, the missing data items were resolved during telephone follow-up with the institutions.

Total nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups used to impute 1993-94 Salary data.

1. All responding institutions were grouped into IPEDS sectors and BEA Region[2]. If any group had less than 20 institutions, it was merged with the adjacent BEA Region.

2. Sectors 1 and 2 (4-year public and private nonprofit) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees;
   (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees; and
   (c) all other schools (including schools with no Completions data).

3. Sectors 3, 6, and 9 (4-year, 2-year and less than 2-year private for-profit), were considered one imputation group.

4. Sectors 4 and 7 (2-year and less-than-2-year public) were considered one imputation group.

5. Sectors 5 and 8 (2-year and less-than-2-year private non-profit) were considered one imputation group.

II. For institutions that responded in 1992-93 and not in 1993-94, the following method was used:

A. A group ratio of 1993 data to 1992 data for salary outlays was calculated for institutions responding in both 1992-93 and 1993-94. For each 1993-94 nonrespondent institution, the group ratio was multiplied by the institution's reported 1992-93 data to get an estimate for 1993-94 salary outlays.

B. For all the reporting schools in each of the identified groups, the ratio for the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE) was computed (This was done for both the current and prior years). FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey.

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[2]Bureau of Economic Analysis.

C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

D. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE of the non-responding institution. This yielded an estimate of the number of full-time instructional faculty for the nonresponding school.

E. To distribute the estimated total number of full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equals the sum of rows 15, 30 and 31 in column 4 of the Salary form.

F. Each institution's ratio of total full-time faculty to FTE for the prior year was computed. The prior year faculty to FTE ratio was then multiplied by the current year's FTE to obtain the imputation factor for the current years's total full-time faculty.

G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institutions prior year Salary report was multiplied by the factor computed in Step F.

H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.

I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.

J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.

III. For nonresponding institutions that reported Salary data in the prior year but are not on the Fall enrollment file in either the Current or prior year, the prior year's response was used as final imputed values for columns 1-4 and interim imputes for column 5. To obtain the final imputed values for column 5, the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.

IV. The imputation method below was used for nonresponding institutions **Without** prior year Salary data, but on the Fall Enrollment file:

A. Using institutions that reported data for Salary and Fall Enrollment, the following aggregates were computed:

1. The aggregate FTE on the Fall Enrollment file;

2. The aggregate for each cell of Part A on the Salary survey;

3. The total full-time faculty - men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31).

B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.

C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.

D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.

E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.

F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each institutions FTE (Step E).

G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was computed to the group mean total full-time faculty from Step D.

H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1- 3 by the group average (Step B) to obtain faculty imputations for the nonresponding institution.

I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.

J. For each nonsummary line in the group means (Step B) the ratio of salary to faculty was computed.

K. The group mean salary/faculty ratios was multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school to obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

V. For totally nonresponding institutions, without prior year Salary data, no Fall Enrollment file, group means were imputed.

VI. Part B was not imputed for any nonresponding institution.

OMB No. 1850-0582: Approval Expires 07/31/95

FORM **IPEDS-SA**
(6-1-93)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY SURVEY 1993–94

***Please read** the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

NOTE – The completion of this survey, in a timely and accurate manner, is **MANDATORY** for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S.C. 1094(a)(17).

For those institutions not required to complete this survey on the basis of the above requirements, the completion of this survey is voluntary and authorized by 20 U.S.C. 1221e-1.

Public reporting burden for this collection of information is estimated to average 5.0 hours per response but may range from 30 minutes to 8.0 hours depending on whether the information is readily accessible to machine readable files. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, DC 20202-4651, and to the Office of Management and Budget, Paperwork Reduction Project 1850-0582, Washington, DC 20503.

Please correct any errors in the name, address, and ZIP Code.

If there are any questions about this form, contact John Medina, Bureau of the Census at (800) 437–4196.

RETURN TO

Date due: November 15, 1993

1. Name of respondent	**2.** Title of respondent	**3.** Telephone *(Area code, number, ext.)*

If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form. →

- ☐ All of the instructional faculty at this institution are employed on a part-time basis
- ☐ All of the instructional faculty at this institution are military personnel
- ☐ All of the instructional faculty at this institution contribute their services (e.g., members of a religious order)
- ☐ All of the instructional faculty at this institution teach preclinical or clinical medicine

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, and analyze, and disseminate statistics and other data related to education in the United States . . .", (20 U.S.C. 1221e–1, General Education Provisions Act, Sec. 406(b), as amended.)

USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

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SA

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1993—94

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty		Total number of faculty *(Sum of columns 1—3)* (4)	TOTAL SALARY OUTLAY *(In whole dollars)* (5)
			Those on tenure track (2)	Those not on tenure track (3)		
	I. FACULTY ON 9/10-MONTH SALARY CONTRACTS					
	(a) MEN					
01	Professors					$
02	Associate professors					
03	Assistant professors					
04	Instructors					
05	Lecturers					
06	No academic rank*					
07	**TOTAL MEN** *(Sum of lines 1—6)*					$
	(b) WOMEN					
08	Professors					
09	Associate professors					
10	Assistant professors					
11	Instructors					
12	Lecturers					
13	No academic rank*					
14	**TOTAL WOMEN** *(Sum of lines 8—13)*					$
15	**TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS** *(Sum of lines 7 + 14)*					$

*Institutions without standard academic ranks should report full-time faculty here.

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FORM IPEDS-SA (6-1993)

SA

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1993—94 — Continued

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty		Total number of faculty *(Sum of columns 1—3)* (4)	**TOTAL SALARY OUTLAY** *(In whole dollars)* (5)
			Those on tenure track (2)	Those not on tenure track (3)		
	II. FACULTY ON 11/12-MONTH SALARY CONTRACTS					
16	**(a)** MEN Professors					
17	Associate professors					$
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	**TOTAL MEN** *(Sum of lines 16—21)*					
23	**(b)** WOMEN Professors					$
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	**TOTAL WOMEN** *(Sum of lines 23—28)*					$
30	**TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS** *(Sum of lines 22 + 29)*					$
31	**III. FACULTY ON OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN**					$ 30

*Institutions without standard academic ranks should report full-time faculty here.

SA

Part B – FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10 MONTH AND 11/12 MONTH SALARY CONTRACTS, ACADEMIC YEAR 1993–94

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures *(In whole dollars)* (1)	Number covered (2)	Expenditures *(In whole dollars)* (3)	Number covered (4)
32	Retirement plans (other than Social Security) Vested within 5 years	$		$	
33	Vested after 5 years				
34	Medical /Dental plans				
35	Group Life Insurance				
36	Other Insurance Benefits (Cafeteria Plan, etc.)				
37	Guaranteed Disability income protection				
38	Tuition plan (Dependents only) Restricted – *Mark (X) one box* 1☐Yes 2☐No				
39	Housing plan Restricted – *Mark (X) one box* 1☐Yes 2☐No				
40	Social Security Taxes				
41	Unemployment Compensation				
42	Worker's Compensation				
43	Other Benefits in kind with cash options				
44	**TOTAL**	$		$	

GENERAL INSTRUCTIONS — SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

Exclusions from reporting — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1993.

PART A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1993-94

General instructions for Part A — Sections I, II, and III — The following general instructions apply to all Part A — Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month) are provided in Part A, Sections I, II, and III.)

In reporting instructional faculty, include only those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply —

- Additional stipends for administrative, managerial, or other responsibilities should NOT be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank".
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (**NOTE** — Instructional faculty in all other fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

INSTRUCTIONS FOR COMPLETING THIS FORM

PART A — Salary Contract Lengths

Sections I, II, and III of this part provide instructions related to 9/10-month, 11/12-month, or other than 9/10-month and 11/12- month salary contracts.

Part A, Section I: Full-time faculty on 9/10-month salary contracts — Also read the general instructions above before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

Column (1) — Faculty with Tenure — For each line report the number of full-time instructional faculty with tenure.

Column (2) — Non-tenured Faculty on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

Column (3) — Non-tenured Faculty Not on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured and are **not** in positions which lead to consideration for tenure. Also report all full-time instructional faculty for each line if the institution does not recognize tenure.

Column (4) — Total Number of Faculty — For each line, report the sum of columns (1), (2), and (3).

Column (5) — Total Salary Outlay — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

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*If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.

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GENERAL INSTRUCTIONS - SA — Continued

PART A — SALARY CONTRACT LENGTHS — Continued

Part A, Section II: Full-time faculty on 11/12-Month Salary Contracts — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A, Section I for reporting data in columns (1) through (5).

Part A, Section III: Full-time faculty on other than 9/10-month and 11/12-month salary contracts — Also read the general instructions Part A on page 1 before completing this part of the survey form.

The term, other than 9/10-month and 11/12-month salary contract, applies to faculty considered full-time employees that are not in Part A, Sections I or II.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1993-94

Report the projected fringe benefit expenditures which will be paid by the institution, State, and/or local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A of this survey, EXCLUDING those on other than 9/10-month and 11/12-month contracts (PART A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 32 and 33 — Retirement plans (Other than Social Security) — Report contributions by the institution, State, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by institution, State, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On Line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

Line 34 — Medical/dental plans — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

Line 35 — Group life insurance — Report expenditures by the institution to support the group life insurance program.*

Line 36 — Other insurance benefits (cafeteria plan) — Report contributions to insurance plans which provide selected care options and cannot be reported separately on lines 34 and 35 (hospital, medical, surgical, dental care, and group life insurance).*

Line 37 — Guaranteed disability income protection — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits.*

Line 38 — Tuition plan — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 38. If either of these conditions does not apply, mark (X) the "Yes" box one line 38.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the tuition benefit to the number receiving the tuition in the previous academic year to derive an estimate.

Line 39 — Housing plan — Report the expenditures in the form of cash payments or subsides to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 37. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 37. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.*

Line 40 — Social Security taxes — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1 of survey year.*

Line 41 — Unemployment compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

Line 42 — Worker's compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

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*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GENERAL INSTRUCTIONS - SA — Continued

Line 43 — Other benefits in kind with cash options — Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees , grading assistance, faculty clubs, etc.) should not be included.*

Line 44 — Total — Report the sum of expenditures on lines 32—43 for each of columns (1) and (3).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501 (a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey in this survey will be made available to the public in the form of computer tapes. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

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*Verify that the number covered in column (2) on lines 32—42 does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on lines 32—42 does not exceed the total reported in Part A, line 30, column (4).

GLOSSARY
SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY — SA

FRINGE BENEFITS EXPENDITURES — Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

FULL-TIME INSTRUCTIONAL FACULTY — Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with release time for research.

OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11-12 months, but still considered full-time employees (as defined by the institution).

TENURE — Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK — Positions that lead to consideration for tenure.

VESTED RETIREMENT PLAN — One in which the full amount of the contribution by the institution and by the state and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

9/10-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

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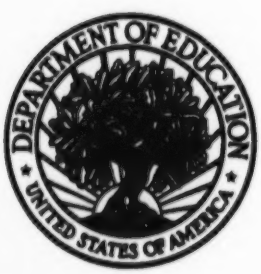

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